

Reports to: Sr Purchasing & Planning Manager

Department: Planning & Purchasing

Classification: Exempt

Effective Date: 04/10/2026

Job Summary:

The Senior Supply Planner is responsible for owning and driving supply planning decisions across internal manufacturing and external contract manufacturing partners in a highly dynamic and constrained supply chain environment.

This role translates demand into executable supply strategies, proactively identifies risks, and drives mitigation actions to ensure alignment between customer demand, inventory, and operational capability. The position plays a critical role in elevating planning capability, strengthening decision-making, and supporting strategic initiatives including IBP maturity and production transition.

This is a high-impact individual contributor role requiring strong scenario planning, prioritization, and decision-making under uncertainty.

Key Responsibilities

- Own production planning and supply decisions for complex, high-impact product lines, including contract manufacturing partners
 - Translate demand signals into realistic, executable production plans aligned with business priorities and constraints
 - Proactively identify supply risks (materials, capacity, inventory) and define mitigation actions before impacting customer service level
 - Lead recovery planning strategy for critical supply gaps and constraints
 - Drive scenario planning and evaluate trade-offs (service, cost, inventory, capacity) to support informed business decisions
 - Prioritize production and supply allocation in constrained environments, balancing competing business needs
 - Connect raw material availability to finished goods supply risk and anticipate upstream and downstream impacts
 - Leverage ERP/APS systems effectively, while challenging system outputs and improving planning parameters (lead times, safety stock, order policies)
 - Define inventory strategy, including target levels, positioning, and risk mitigation approach
 - Lead cross-functional alignment across Production, Sourcing, Engineering, Sales, Customer Service, Regulatory, and Marketing
 - Provide clear, structured supply risk visibility and decision-ready recommendations to leadership
 - Actively contribute to IBP by providing supply scenarios, risks
 - Support New Product Development (NPD), packaging changes, and product transitions
 - Improve planning discipline, data quality, and system utilization to reduce variability and improve execution
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- Operate independently in a fast-changing environment, making decisions with incomplete or evolving information
- Elevate planning capability across the team through structured thinking, best practices, and proactive problem-solving
- Support business growth by ensuring supply plans are realistic, achievable, and aligned with strategic direction
- Other duties as assigned.

Key Competencies:

- Strong end-to-end supply chain thinking (raw materials to customer impact)
- Advanced scenario planning and problem-solving capability
- High attention to detail in complex, high-SKU environments
- Ability to prioritize effectively in fast-paced, changing conditions
- Strong business and commercial awareness
- Effective cross-functional communication and influence
- Proactive mindset — anticipates issues and drives solutions
- Continuous improvement mindset — challenges existing ways of working and drives improvement

Job Qualifications:

- Bachelor's in Supply Chain, Business, Engineering, or related field
 - 7-10+ years of production planning or supply planning experience in complex, dynamic manufacturing environments
 - Strong experience with contract manufacturing and multi-level BOM structures
 - Deep understanding of supply planning concepts, including APS, MRP, ATP, and constrained planning
 - Experience operating in high-variability environments with demand volatility and supply constraints
 - Strong ERP system experience (Infor / SyteLine, SAP, Oracle, or similar)
 - Advanced Excel and analytical capability (Power BI preferred)
 - Proven ability to make decisions under uncertainty and incomplete data
 - Embrace and foster company values of Integrity, Excellence, People Chemistry, Golden Rule, Courage, and Servant-Leadership.
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